

# Country-Level Data for Occupied Palestinian Territory

## country Outcome XM-DAC-41146-PAL\_O\_4

[OUTCOME PAL\\_O\\_4](#) [XM-DAC-41146-PAL\\_O\\_4](#)

**Area 4. Empowered people: to foster an empowered workforce and promote an inclusive organizational culture.**

### OUTCOME DETAILS

#### SDG alignment

#### Impact areas

#### Organizational outputs

#### Policy Marker

GENDER EQUALITY

#### Humanitarian Scope

No

#### UN System Function

#### Outcome Description

Area 4. Empowered people: to foster an empowered workforce and promote an inclusive organizational culture.

## RESOURCES

# \$94.80 K

Planned Budget

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



## OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : **2023-2025**

### OUTCOME PAL\_O\_4

B - Baseline

M - Milestones

T - Target

#### OUTCOME STATEMENT

#### INDICATOR STATEMENT

#### YEAR

#### BMTS

#### REPORTED RESULT

Area 4. Empowered people: to foster an empowered workforce and promote an inclusive organizational culture.

SP\_O\_4D

Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)

2021 (Baseline)

ND

N/A

2023 (Milestone)

ND

-

2024 (Milestone)

ND

-

2025 (Target)

ND

-

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP_O_4G  | 2010 (Baseline)  | 0    | N/A             |
| Percentage of the relevant indicators from the UNDIS accountability framework where UN-Women has met or exceeded the standard (QCPR 1.4.28) (CO, RO, HQ) | 2023 (Milestone) | 40   | 0               |
|  | 2024 (Milestone) | 50   | -               |
|  | 2025 (Target)    | 75   | -               |

- QCPR Indicator :

## OUTPUT INDICATOR AND RESULTS

### OUTPUT PAL\_O\_4.1

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR             | BMTS          | REPORTED RESULT |     |
|--|---|------------------|---------------|-----------------|-----|
| Output 4.1. UN Women employees have access to skills and career development opportunities in accordance with their interests and organizational possibilities, promoting greater job satisfaction. | PAL_O_4.1A<br>Number of national and global advocacy campaigns/events led and supported by UN Women | 2017 (Baseline)  | Campaigns (2) | Events (8)      | N/A |
|  |   | 2023 (Milestone) | -             | -               |     |
|  |   | 2024 (Milestone) | -             | -               |     |
|  |   | 2025 (Target)    | -             | -               |     |

Planned Budget:  
**\$3.82 M**

Actual Budget and Shortfall:  
**\$3.41 M**

Shortfall: \$406.13 K

Expenses:  
**\$3.20 M**

| INDICATOR STATEMENT  | YEAR             | BMTS  | REPORTED RESULT |
|--|------------------|---|-----------------|
| PAL_O_4.1B<br><br>Number of national networks supported by and engaged in UN Women's advocacy work | 2017 (Baseline)  | 6 1325(2) CEDAW Al-Muntada National Committee on GBV Serious Case Mechanism | N/A             |
|  | 2023 (Milestone) | -   | -               |
|  | 2024 (Milestone) | -   | -               |
|  | 2025 (Target)    | -   | -               |

| INDICATOR STATEMENT   | YEAR             | BMTS      | REPORTED RESULT |
|---|------------------|-----------|-----------------|
| PAL_O_4.1C  | 2017 (Baseline)  | 1 Website | N/A             |
| Number of online platforms developed and maintained to reach broader public | 2023 (Milestone) | 1         | 1               |
|   | 2024 (Milestone) | 1         | -               |
|   | 2025 (Target)    | 1         | -               |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| PAL_O_4.1D  | 2018 (Baseline)  | 95   | N/A             |
| % of annual performance (PMD) plans, mid-term reviews and year-end evaluations submitted on time; | 2023 (Milestone) | 10%  | 60%             |
|   | 2024 (Milestone) | 20%  | -               |
|   | 2025 (Target)    | 30%  | -               |

| INDICATOR STATEMENT                          | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAL_O_4.1E                                   | 2018 (Baseline)  | 95   | N/A             |
| % of staff mandatory courses compliance rate | 2023 (Milestone) | -    | -               |
|  | 2024 (Milestone) | -    | -               |
|  | 2025 (Target)    | -    | -               |



| INDICATOR STATEMENT                                  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAL_O_4.1F   | 2020 (Baseline)  | 100  | N/A             |
| Overall Information Security & Compliance Risk Level | 2023 (Milestone) | -    | -               |
|  | 2024 (Milestone) | -    | -               |
|  | 2025 (Target)    | -    | -               |

**OUTPUT PAL\_O\_4.2**

| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|--|------------------|------|-----------------|
| Output 4.2. UN Women advances towards a more inclusive organization, where also office premises are more inclusive for all current and perspective employees as well as guests and visitors. | PAL_O_4.2A<br>Percentage of the relevant indicators from the UNDIS accountability framework where UN-Women has met or exceeded the standard (SP 0.4.7) | 2021 (Baseline)  | 30   | N/A             |
|  |  | 2023 (Milestone) | 40   | 0               |
|  |  | 2024 (Milestone) | 50   | -               |
|  |  | 2025 (Target)    | 75   | -               |

Planned Budget:  
**\$456.04 K**



Actual Budget and Shortfall:  
**\$141.68 K**

Shortfall: \$314.36 K



Expenses:

\$132.41 K



| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAL_O_4.2B   | 2017 (Baseline)  | 0    | N/A             |
| Number of evidence based polices introduced by the Ministry of Women's Affairs to the cabinet with the support of UN Women | 2023 (Milestone) | 75   | 75              |
|  | 2024 (Milestone) | 75   | -               |
|  | 2025 (Target)    | 100  | -               |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAL_O_4.2C   | 2017 (Baseline)  | 0    | N/A             |
| % of national indicators linked with gender-related SDGs targets and indicators with available data for continues monitoring with UN Women support | 2023 (Milestone) | Yes  | TRUE            |
|  | 2024 (Milestone) | Yes  | -               |
|  | 2025 (Target)    | Yes  | -               |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAL_O_4.2D   | 2017 (Baseline)  | 0    | N/A             |
| Number of national dialogue sessions organized annually by MOWA for the monitoring of the status of Palestinian women with the support by UN Women | 2023 (Milestone) | -    | -               |
|  | 2024 (Milestone) | -    | -               |
|  | 2025 (Target)    | -    | -               |